



HUMAN RIGHTS AT SEA

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Human Rights at Sea Briefing Note

Stage 1: Needs Assessment Report January 2020

UK Fisheries Sector Human Rights
and Social Welfare Baseline Project 2020



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“Nobody knows how hard it really is (if you aren’t a fisherman).”



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FOREWORD

There is an ethical dimension to all aspects of human existence that is acknowledged in UK and International law. However, what this means in practice for individuals and enterprises is less clear. This first stage Needs Assessment, as a precursor to a comprehensive Baseline Assessment planned to start in 2020 subject to achieving assured funding, seeks to start to quantify and qualify the levels of individual and collective understanding of fundamental human rights and social welfare issues across the UK commercial fishing supply chain. It aims to capture the initial views and core issues of key supply chain stakeholders from the catching end to the final consumer. This initial Assessment uses as its benchmark the 1948 Universal Declaration on Human Rights and ILO 188 Work in Fishing Convention, them being complementary to applicable international and national laws for the fisheries sector operating within UK waters and beyond.

Commodore David Dickens CBE RN

Chief Executive
The Fishermen's Mission

PARTICIPANTS¹



Senior Fishing
Industry Experts



Union
(Maritime)



12 Fishermen; UK and Non-EEA Crew

Ramsgate, Hastings,
Poole, Portsmouth,
Peterhead and Troon

¹ Selected non-exhaustive influential Fishing Sector stakeholders who voluntarily agreed to engage with the research work.

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RESPONDENT'S QUOTES

"I don't know my rights!! Who knows their rights? I bet not many fishermen...if any at all.....the people that know their rights and the office people that moan about a crap sandwich in the canteen....not blokes out at sea in a Force 8 working their butts off for 14 -18 hours."

UK Fisherman

"I don't think that any of the organisations that represent fishermen are best placed to carry out this piece of work. I would like to see discussion about all aspects of the fishing industry conducted by having more fishermen in the room."

Scottish Fisheries Federation Representative

"Labour rights is a complex issue as the share fishing is an historical model. [The] arrival of migrant labour has changed the model somewhat and having fishermen under contract is a major change."

NFFO Representative

"The baseline review will be an opportunity to find out [about] the safety onboard, which relates to our business. It would be great to see the report capturing suitability of training for the fishermen. It would be great to see lessons from other industries which are also at sea, but have improved a lot, for example [the] oil and gas industry."

Insurance Industry Representative

"If we compare the fishing industry with the beef industry, there are many more mechanisms and standards in the beef industry."

Tesco Representative

"The sector should empower and engage directly with trade unions, workers' rights organisations in order to ensure that real issues faced by fishers are addressed."

Oxfam Representative

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EXECUTIVE SUMMARY

This report must be read in context of it reflecting a limited sample size of the UK Fisheries industry and supply chain as the first step to understanding whether or not a more comprehensive follow-on Baseline Assessment is required. Issues raised at first instance may not fully reflect the true picture of the entire Sector, and which may alter following more comprehensive sampling and detailed research.

The initial Needs Assessment's ("the Assessment") findings support the suggestion jointly advanced by The Fishermen's Mission and Human Rights at Sea that there are knowledge gaps in the core understanding of fundamental human rights, including labour rights, social welfare knowledge and wider awareness concerning individual rights, pertinent statutory legislation and related policies throughout the UK Fisheries Sector ("the Sector") and the associated supply chain (collectively referenced as "the subject matter"). The consequences of such knowledge gaps are arguably reflected in disjointed and/or misalignment of Sector welfare activities, safety, training, policy initiatives and funding streams between sampled stakeholders ultimately affecting the fishers and their dependants.

This limited Needs Assessment evidences that a persuasive high-percentage and level of stakeholder² (also "respondents") agreement has been recorded supporting a follow-on comprehensive UK fishing industry-wide baseline review of existing human rights and social welfare awareness, including existing and required frameworks in order to gain greater clarity of the subject matter backed by factual data sets.

Considering the totality of the sampled responses, a follow-on Stage 2 Baseline Assessment ("the Baseline") would therefore be necessary to address the current knowledge gaps exposed; for example, in terms of a lack of common language and a lack of basic understanding of applicable rights to provide better future individual and commercial human element assurance throughout the Sector's supply chain. This includes the stated need to see effective remedies for abuses through effective implementation of legislation ("*If the compliance agencies don't fully understand the legislation and regulation, how can they implement it?*" Industry CEO). Equally as important, is the need for justice to be seen to be done through successful public prosecutions of perpetrators who would otherwise be free to continue bad-practices at best and/or unlawful acts at worse.

To be balanced, the view of a follow-on Baseline was not shared throughout the stakeholder sampling Assessment and was instead dependent on the stakeholder's area of interest, their level of engagement with existing fisheries programmes, their level of awareness and their position in the supply chain determining the level of their exposure to the subject matter. As one interviewee pointed out, "*Other countries need the baseline study, not the UK.*" This went to some voiced concerns that by undertaking such further work, the Sector could be perceived negatively as being found wanting and thereby undermine current initiatives which were making a positive difference.

Nevertheless, there remains a common theme and consistent agreement amongst the majority of the sampled stakeholders for more research, and which was encapsulated by one interviewee who commented that; "*I need every statement to help the industry to go to where it should be.*"

AIM

The aim of the Assessment was focused towards researching and publishing an independent review to answer the basic question of need, or otherwise, for a comprehensive follow-on UK sector-wide Baseline Assessment covering all applicable human rights and social welfare provisions, positions and needs throughout the UK Fisheries Sector.

² 30 stakeholder interviews and consultations were undertaken.

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BACKGROUND

During 2019, Human Rights at Sea (“HRAS”) was asked by multiple stakeholders if there was a need for a UK-wide ‘Fisheries Sector Human Rights and Social Welfare Baseline Assessment’ in terms of understanding the levels of, and need for, human rights and social welfare provisions. This included levels of awareness, education and levels of basic understanding of individual fundamental rights, individual protections and routes to effective remedy within the UK Fisheries sector including, but not limited to, the emergence of the ILO 188 Work in Fishing Convention and supporting UK legislation.

Following four years of various engagement with the Sector, welfare agencies and the wider supply chain specifically looking at human rights and labour rights considerations, awareness, and application of law and policy reflecting national and international legal standards including the 2011 UN Guiding Principles on Business and Human Rights, the Assessment’s main objective was to fairly and accurately reflect the findings from targeted field research. That research was only possible with support from all participants, noting that there were some refusals and non-responses by some entities.

As a consequence of the initial query, HRAS was funded by The Fishmonger’s Company to undertake a Stage 1 Needs Assessment to determine whether or not a follow-on comprehensive Baseline was required. Engagement with this work was undertaken on an entirely voluntary basis by all sampled stakeholders, and was supported by partnerships with The Fishermen’s Mission and Nottingham University Rights Lab.

The Stage 1 Needs Assessment was agreed to take the form of a desk-level review, face-to-face meetings, telephone consultations and data analysis during December 2019 - January 2020; the researchers personally interviewing a representative sample of relevant stakeholders in terms of fishing Federations, Producer Organisations, NGOs, Government and associated agencies and other relevant industry individuals. This also incorporated fisher’s opinions from a number of UK coastal locations as supplied through the local staff at The Fishermen’s Mission. The focus was therefore on directly engaging with influential representational stakeholders with a current day-to-day understanding of the Sector’s problems at first instance.



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HEADLINE THEMES

Responses must be read in the context of an initial limited sample size and which indicates a need for more detailed work to be undertaken to confirm, or otherwise, the veracity of the issues being raised by the current respondents.

Single Focus & Representation

There currently appears to be no industry agreed methodology, policy, strategy or focal point for addressing human rights, social welfare and broader social issues highlighted by the interviewed stakeholders within the Sector³. This is despite the formation and *raison d'être* of the likes of the UK Fishermen's Welfare Alliance and which was underscored by some stakeholders against the highlighted background of a lack of industry-wide union representation and presence of multiple inter-related stakeholders. There was, however, commonality in stakeholder's agreement for the establishment of an effective "worker's voice."

Common Language & Understanding

Human rights, social welfare and broader social issues and/or concerns are interpreted and mean different things to individual stakeholders. This is due to a lack of agreed common language, context and a lack of common understanding of the subject matter. This highlighted gaps in levels of education and wider understanding of the Sector's issues relating to the subject matter. Greater 'plain-English' clarity of individual and collective rights and responsibilities has been suggested as now being needed.

Perspective

Individual perspectives are determined by a respondent's background, their position in the management chain, their involvement in the existing work and initiatives, their individual concerns and their levels of education on the subject matter. By default, this creates varying standpoints and may undermine a collective Sector position and agreed way-ahead to address issues raised.

Barriers to Change

Tribalism and embedded vested interests are the single largest barriers to Sector change. There is also an apparent lack of unity of industry purpose based on the sampled responses.

HEADLINE STATISTICAL FINDINGS⁴

Human Rights Issues⁵

82% of respondents believe that there are human rights issues and/or concerns which need addressing in the Sector.

Social Welfare Issues

94% of respondents believe that there are social welfare issues and/or concerns which need addressing in the Sector.

Baseline Review

82% of respondents believe that there is a need for an industry-wide baseline review of the existing current human rights and social welfare framework within the Sector.

Mechanisms

70% of respondents believe that there are some mechanisms currently in place to address the issues and/or concerns they have in the Sector, but more than half mentioned that the current mechanisms are not sufficient and the effectiveness is unknown. **12%** are not sure, and **18%** do not believe that there are the mechanisms to address and remedy the issues and/or concerns they have.

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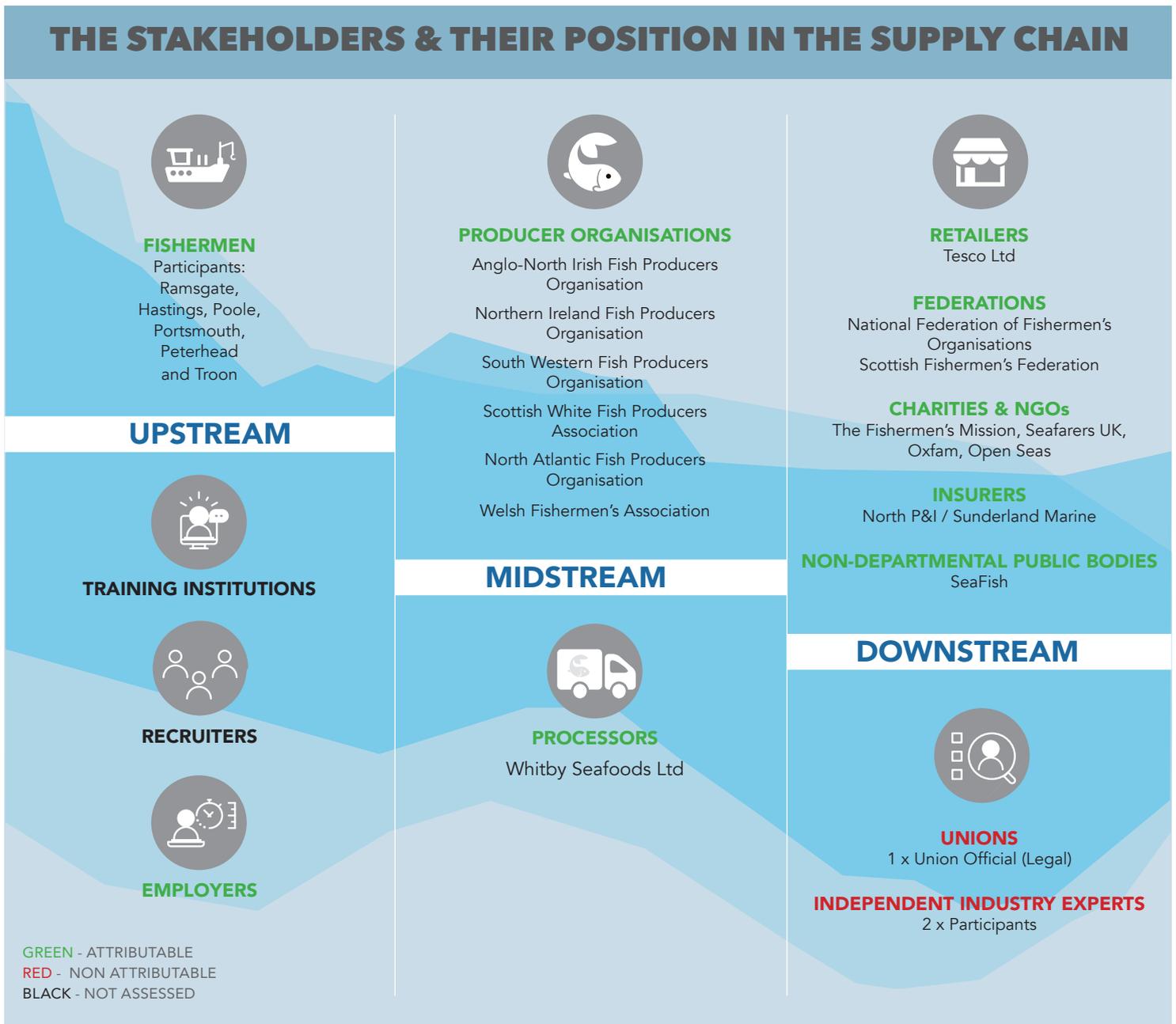
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Information & Guidance

35% of respondents believe that there is enough publicly available and plain-English information and/or data and/or guidance to help address the concerns they have. 35% are not sure, and 30% do not believe that there is enough support.

Unionisation

24% of respondents believe that unionisation of the Sector is required to give fishermen and their dependants a voice. 47% are unsure, and 29% do not believe that unionisation is required.



3 This takes into consideration stakeholder recognition of UK State and Fishing Sector alignment to the ILO C188 Work in Fishing Convention <https://www.gov.uk/government/collections/ilo-work-in-fishing-convention>, as well as awareness of multiple platforms and mechanisms such as, but not limited to, the Fishermen's Welfare Alliance, Maritime and Coastguard Agency, Defra, Europeche, SeaFish, CHIRP, GLAA databases, the Fishermen's Mission, NGOs and ecumenical welfare organisations.

4 Please refer to Annex A: Methodology and note that Fishers responses are separately reported due to a separate question set.

5 Includes applicable labour rights.

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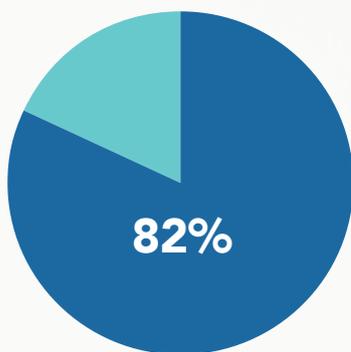
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MAIN FINDINGS^{6,7}

UNDERSTANDING NEED & SCOPE

Human Rights Issues

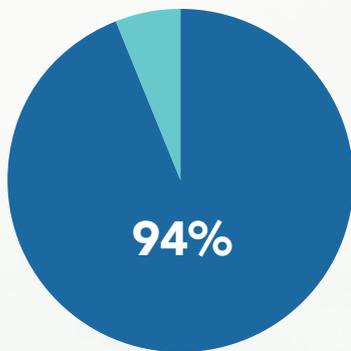
82% of respondents believe that there are human rights issues and/or concerns which need addressing in the Sector.



The detail and scope of what 'Human Rights Issues' encompasses requires further research and analysis due to the uncertainty in the responses and a wide variety of differing interpretations and a lack of common language during the initial interviews.

Social Welfare Issues

94% of respondents believe that there are social welfare issues and/or concerns which need addressing in the Sector.

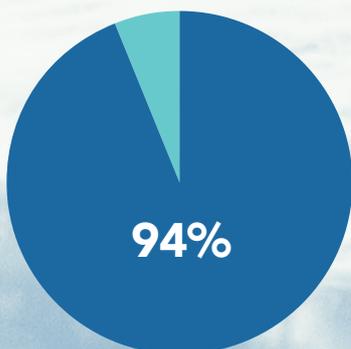


A maximum of 53% of respondents felt that Hours of Work and Rest; Accommodation and Food; Medical Care, Health Protection and Social Security; and Compliance and Enforcement were the main social welfare issues/concerns in the Sector.

A maximum of 70% of respondents felt that Fishermen's Work Agreements; Payments, Salaries and Recruitment Fees; and Immigration Status/Work Visas were the main social welfare issues/concerns in the Sector.

Social Issues

94% of respondents believe that there are social issues and/or concerns which need addressing in the Sector.



A maximum of 53% of respondents felt that language barriers; available and affordable onshore accommodation; and the recruitment of UK nationals in Sector were the main issues/concerns.

35% of respondents felt that the imbalance of power/power dynamics in the workplace; integration of migrant workers in the local community; and direct access to social welfare support were the main social issues/concerns in the Sector.

12% of respondents felt that the disproportionate focus on migrant fishermen instead of UK fishermen and their dependants was the main issue/concern.

⁶ Fishers responses are separately reported due to separate question sets.

⁷ Statistical ranges are given for presentational purposes in order to capture the main statistical themes derived from the answers respondents' gave to the multiple-choice questions at interview.

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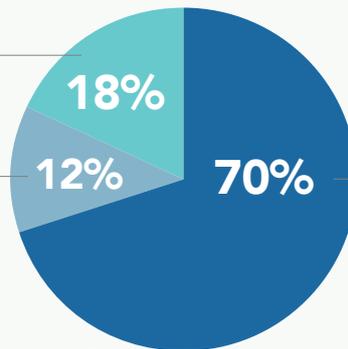
MAIN FINDINGS

UNDERSTANDING CURRENT SUPPORTING WORK

Current Mechanisms

18% do not believe that there are the mechanisms to address the issues and/or concerns they have.

12% of respondents are not sure that there are mechanisms currently in place to address the issues and/or concerns they have in the Sector.

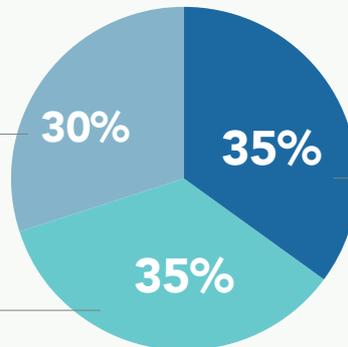


70% of respondents believe that there are mechanisms currently in place to address the issues and/or concerns they have in the Sector.

Current Information & Guidance

30% of respondents do not believe that there is enough publicly available and plain English information and/or data and/or guidance to help address the concerns they have.

35% of respondents are not sure that there is enough publicly available and plain English information and/or data and/or guidance to help address the concerns they have.



35% of respondents believe that there is enough publicly available and plain English information and/or data and/or guidance to help address the concerns they have.

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FUTURE BASELINE ASSESSMENT SCOPE & STRUCTURE

82% of respondents believe that there is a clear need for an industry-wide baseline review of the existing current human rights and social welfare framework in the Sector.

76% of respondents felt that the Baseline Review should address Human Rights and Social Welfare issues. **65%** felt that the Baseline Review should address Social issues, whilst 47% felt that it should also address Labour Rights, Representation and Collective Bargaining.

A maximum of 82% of respondents felt that the Baseline Review should include fisheries in England, Scotland, Wales and Northern Ireland. **41%** of respondents felt that it should also include UK Overseas Territories.

A maximum of 82% of respondents felt that the Baseline Review should include supply chain considerations relating to recruitment of fishermen and fishing activities. **41%** of respondents felt that supply chain considerations should extend to include the processing industry.

70% of respondents felt that the Baseline Review should include a particular focus on the different models of engaging fishermen, namely on either a share or employed basis.

A maximum of 41% of respondents felt that the Baseline Review should include consideration of lessons identified from related and/or other industries and that the review should include consideration for vessel classification/categorisation.

A maximum of 59% of respondents felt that the Baseline Review should include UK, EEA and non-EEA fishermen.

SOURCE OF INFORMATION / DATA

A maximum of 70% of respondents felt that the Baseline Review should include Court Case Studies; Analysis on Impact of the Application of ILO C188 and Related Legislation; Qualitative Interviews; and MAIB Reports.

A maximum of 59% of respondents felt that the Baseline Review should include Public and Media Reporting; Publicly Available Audit Reports; Quantitative Interviews; and MCA Survey Information.

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MOVING FORWARD - NEED & CONTEXT

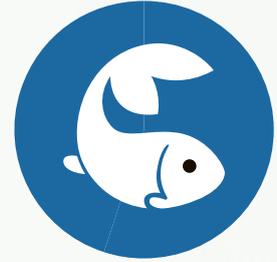
The Key Stakeholders



A maximum of 94% of respondents felt that the Producer Organisations; Fishermen's Federations; and Retailers were the key stakeholders in respect to human rights and social welfare matters in the Sector.

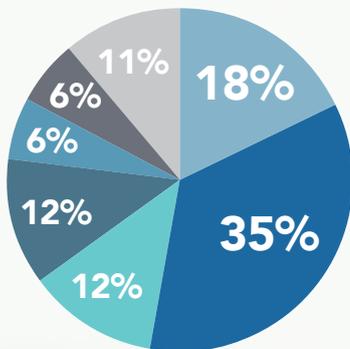


A maximum of 76% of respondents felt that the Charity sector; the Border Agency and MCA; the Fishermen's Welfare Alliance; the Food Serving Sector; and the Processors were the key stakeholders.



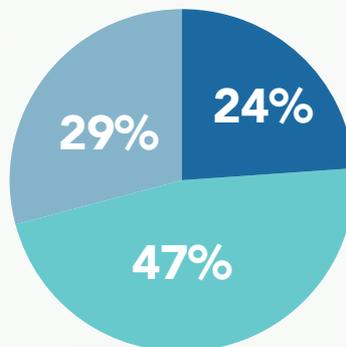
A maximum of 59% of respondents felt that SeaFish; Trade Unions; the Department for Transport; and External Civil-Society Watchdog Organisations were the key stakeholders in respect to human rights and social welfare matters in the Sector.

Main Stakeholder Voice



35% of respondents felt that the Fishermen's Welfare Alliance should be the main voice of the Sector in respect of human rights and social welfare matters. **18%** felt that the Charity sector should be the main voice whilst **12%** respectively felt that Trade Unions and the fishermen themselves should be. **6%** of respondents felt that this responsibility should fall to the Producer Organisations and **6%** felt it should be a shared multi stakeholder approach. **11%** of respondents did not respond.

Unionisation



24% of respondents believe that unionisation of the UK Fisheries Sector is now required to give fishermen and their dependants a voice. **47%** are unsure and **29%** do not believe that unionisation is required.

Human Rights Framework



A maximum of 65% of respondents felt that a UK Fisheries Sector framework for human rights and social welfare should be either industry self-regulated; government regulated; third party independently overseen; or a combination of these frameworks.

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FISHERS RESPONSES

Responses must be read in the context of an initial limited sample size and which indicates a need for more detailed work to be undertaken to confirm, or otherwise, the veracity of the issues being raised by the current respondents.

The responses received from the sampled fishers do not form part of the above statistical analysis due to a) a separate question set and b) a common lack of core understanding about the scope and context of their rights and the wider subject matter in term of what it means, and which is an identified awareness and education issue in its own right.

Of the 12 sampled respondents, eight were UK crew and four were non-EEA crew working on a variety of vessels between under 15m to larger than 24m in size, predominantly fishing for shellfish and mixed species.

100% of non-EEA crew did not know their rights, but more importantly had no idea what the wider questions relating to human rights and labour rights or the likes of unionisation meant. This may have been due to a) not understanding the questions, b) not being sufficiently educated on the subject matter, c) did not want to engage, or a combination of a-c.

In comparison, the eight UK Fishers were articulate about their role, their needs and where they saw the issues in the Sector. Sampled fishers from Ramsgate, Poole, Portsmouth and Hastings provided the most comprehensive responses. The sampled Scottish fishers were the least engaged in their understanding of the subject matter with minimal responses provided, nonetheless their collective focus was on:

- i. Contracts being honoured.
- ii. Support after injury or illness.
- iii. The “high levels of foreign labour” i.e. presence of non-EEA crew on vessels.
- iv. Concern over potential unionisation and “more red tape”.

All respondents agreed that they did not fully understand or know their rights, that there was too much regulation and not enough support, that they chose to do the work and that unionisation was not favoured. Key responses included⁸:

“We are all quite stubborn and ignorant to what our rights are. We just get on with our work and lives and deal with any issues and difficulties as they come along.”

“Quotas and regulations by IFCA. These are sometimes introduced monthly and can change so much. It makes it really hard to do the job well and earn a wage.”

“It would be great if the government supported the fishing fleet. Subsidise it... train it...support it like in other countries...like France. They can get new boats with financial backing from the government and that attracts younger guys to come into industry...they can get trained and work on boats from a young age because they are rewarded....the industry is dying here.”

“It’s the concerns of how much longer we can keep on gong like this. We work harder and longer for little reward.”

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⁸ Sampled respondents highlighting their main concerns.

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CONCLUSION

The independent Assessment has highlighted from the respondent's views a clear need for more comprehensive and in-depth quantitative and qualitative research to be undertaken throughout the Sector alongside all stakeholders and considering the full spread of opinions, positions and mechanisms from government, commercial and welfare perspectives.

RECOMMENDATIONS

The following recommendations are proposed.

- 1. Conduct** an independent UK-wide Fisheries Sector Human Rights and Social Welfare Baseline Assessment to provide accurate in-depth quantitative and qualitative data and follow-on analysis to underpin State and commercial decision-making in support of fishers, their dependants and the communities they live in.
- 2. Confirm** a credible and representative focal point for all welfare, social welfare and human rights provisions which is free from established tribalism and competition. (Noting the Fishermen's Welfare Alliance).
- 3. Deliver** centralised and agreed awareness and educational materials on the subject matter that are accepted throughout the entire Sector.

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FUTURE EARTH OBSERVATION DATA INCLUSION⁹ - THE UNIVERSITY OF NOTTINGHAM RIGHTS LAB

In order to investigate human rights abuses at sea, there is the opportunity to integrate remotely sensed Earth Observation (EO) data with sources from the vessels themselves, such as vessel monitoring systems and geo-located reports of abuses from on-board boats around the United Kingdom. This would be enhanced by satellite video imaging in real-time over high-risk areas.

Combining multiple data streams would enhance the collection of EO data and allow triangulation to locate vessels which may be operating with exploitative conditions; which could provide unprecedented results providing the location of vessels, and their patterns of operation, which are likely engaging in illegal activities and labour exploitation within UK waters. This data should support those engaging in ending exploitation within the fishing sector by highlighting the boats most at risk and demonstrating that these risks are also found in the fisheries sector of a 'developed' country, which have largely been ignored.

Availability to access data from partner organisations which have high-spatial resolution geo-stamped imagery is currently being addressed and should be available within the coming weeks; but the ability to enhance coarser-spatial resolution data in conjunction with triangulated data may be an additional avenue of investigation.

One possible issue may be the tasking of data collection over the oceans (there is a lack of open access data over marine environments, but we are working with our partner organisations to address these issues); however, our partnerships with geospatial data collection companies will allow us access to these data and provide an opportunity to assess abuses in the UK fisheries sector, once agreed.

As part of the main baseline assessment, we can investigate the ports and harbours of interest, corroborating this data with open access high-spatial resolution imagery; thus, highlighting some of the features which may be of interest to the assessment. For the 2020 assessment we aim to have access to high-spatial resolution data from our partners and we will work to target funding for the purchase of imagery further from the coast to locate vessels using the triangulation of data noted above.

ANNEX A: METHODOLOGY¹⁰

1. A desk-level review first identified a 'long-list' (non-exhaustive) of industry-wide stakeholders drawn from across the Sector and the supporting supply chain. This was enhanced by stakeholder suggestions.
2. From the 'long-list' a 'shortlist' of potential participants was selected. Selection was determined by prior knowledge of the industry, expert advice, prevailing circumstances, time and the availability of interviewees. Contact was made with each potential participant and agreement reached as to date, time, location and whether or not the interviewee could be identified, their organisation identified, and whether or not their responses would be attributable or were to be anonymous.
3. 18 key stakeholders from across the Sector were identified, interviewed / consulted depending on whether or not they wished to be officially included and whether or not their comments were to be attributable. This was combined with a separate sample of 12 interviews undertaken by The Fishermen's Mission of UK and Non-European Economic Area (Non-EEA) crew variously based around the UK.

⁹ The future inclusion of Earth Observation (satellite) data and imagery in the Stage 2 2020 Main Baseline Assessment will be provided by The University of Nottingham (UK) Rights Lab. <https://www.nottingham.ac.uk/research/beacons-of-excellence/rights-lab/index.aspx>

¹⁰ The methodology was subject to review, revision and adaptation to reflect the context of the interviewee, locations and any other limitations imposed on the interviewees.

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QUESTIONNAIRES

Two separate Assessment questionnaires were drafted.

Questionnaire One

The first questionnaire focused on the 18 targeted stakeholders drawn from across the Sector. The questionnaire was drafted in order to cater for a series of semi-structured qualitative interviews combining both open and closed question sets. Interviews were conducted over a period of two weeks commencing in early December 2019. The interviews were held in a variety of locations, ranging from the offices of the participating stakeholders to public locations such as cafés and hotels. The interviews were also conducted through various means, the majority were held in-person, however, some interviews were conducted over Skype or by telephone call.

With the express consent of the interviewees, some interviews were recorded. In all cases, however, the interviews were subsequently transcribed ad hoc using either the audio recordings or interview notes.

At the end of each interview the participants were asked whether they agreed to either attributable or non-attributable disclosure of their answers. 53% of industry stakeholders consented to attributable disclosure of answers.

Questionnaire Two

The second questionnaire specifically targeted working fishermen from across the Fishermen's Mission catchment area. 12 fishermen took part. The questionnaire was drafted in order to cater for a series of semi-structured qualitative interviews based on an open question set. Designated staff from across the Fishermen's Mission held interviews at random with a range of UK, EEA and non-EEA fishermen. No audio recordings were taken and all interviews were anonymous. All interviews were subsequently transcribed using the available interview notes.

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LIMITATIONS

1. It was not possible, nor was it the design of the initial Needs Assessment to interview all stakeholders in the supply chain at this first stage. It may have been desirable to have an equally representative sample from each part of the supply chain, however, due to the time available, the availability of respondents and the willingness of respondents to participate, some parts of the supply chain were either over or under-represented. **These matters will be addressed in any subsequent research proposal and work.**
2. Due to the disparate locations of the participating stakeholders it was not possible to recreate and replicate the exact same interview conditions for each respondent. Sterile and identical interview environments were neither possible, nor desirable.
3. Question sets were mainly of the closed-question type, but free comment was always made available for each question. This was to ensure a structured approach and avoidance of excessively-long and unfocused responses. Limitations were predominantly in terms of time available and thereby foreshortened some respondent's articulation of issues related to the subject matter.



The Fishermen's Mission is the only fishermen's charity that provides emergency support alongside practical, financial, spiritual and emotional care. We help all fishermen, active or retired, and their families.

The Fishermen's Mission reaches out to both active and retired fishermen by providing practical, spiritual and financial support, as well as a vital emergency response service.

For over 130 years of service, the Fishermen's Mission has stayed true to our Christian calling with a strong tradition and proud heritage.



www.fishermensmission.org.uk



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Who We Are

BACKGROUND

Human Rights at Sea was established in April 2014. It was founded as an initiative to explore issues of maritime human rights development, review associated policies and legislation, and to undertake independent investigation of abuses at sea. It rapidly grew beyond all expectations and for reasons of governance it became a registered charity under the UK Charity Commission in 2015.

Today, the charity is an established, regulated and independent registered non-profit organisation based on the south coast of the United Kingdom. It undertakes **R**esearch, **E**ducation, **A**dvocacy and **L**obbying specifically for human rights issues in the maritime environment, including contributing to support for the human element that underpins the global maritime and fishing industries.

The charity works internationally with all individuals, commercial and maritime community organisations that have similar objectives as ourselves, including all the principal maritime welfare organisations.

OUR MISSION

To explicitly raise awareness, implementation and accountability of human rights provisions throughout the maritime environment, especially where they are currently absent, ignored or being abused.



STAY IN CONTACT



We welcome any questions, comments or suggestions. Please send your feedback to:
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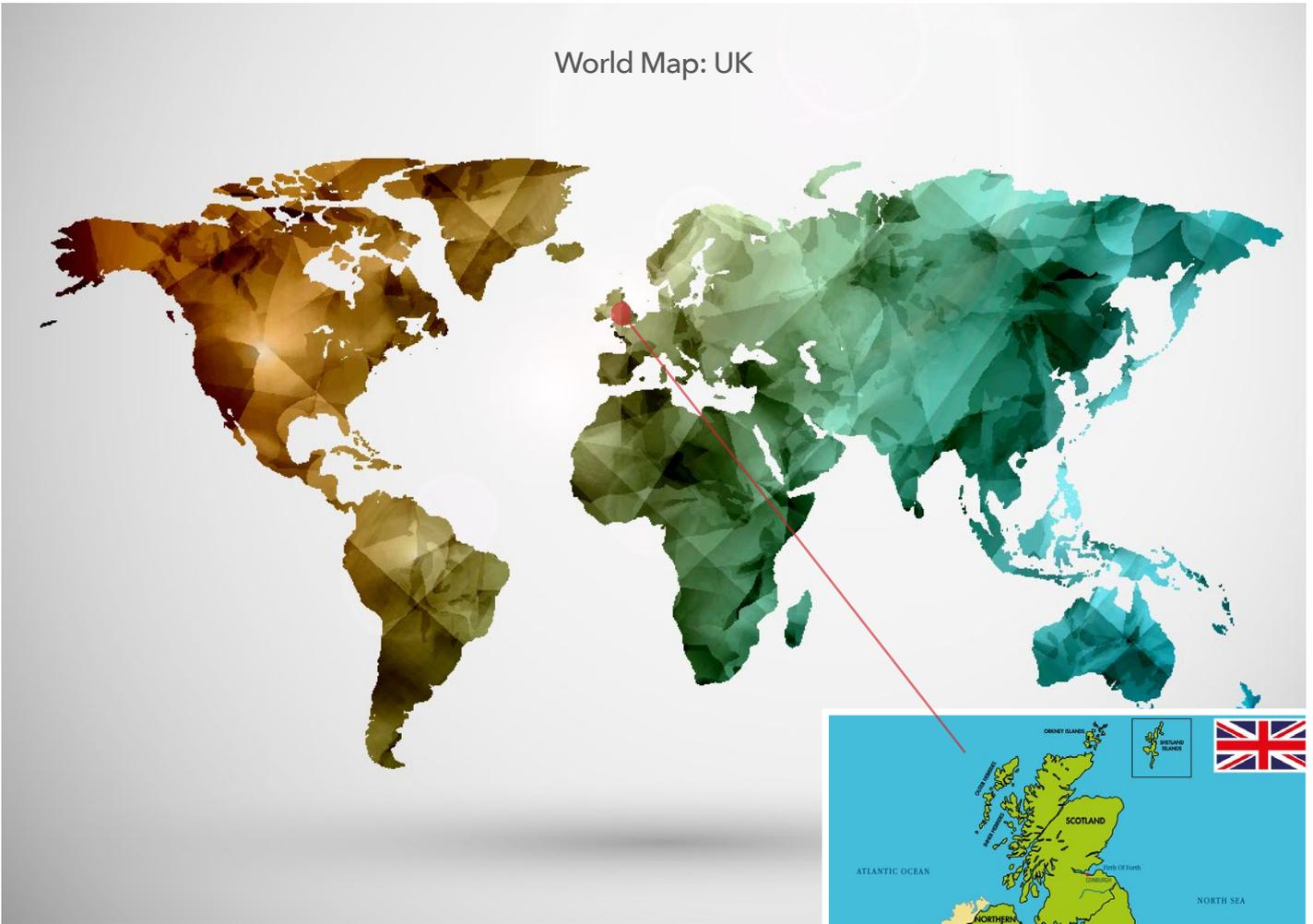


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World Map: UK



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**Human Rights at Sea
Briefing Note**

**Stage 1: Needs Assessment
Report January 2020**

**UK Fisheries Sector
Human Rights and
Social Welfare Baseline
Project 2020**

Human Rights at Sea is a Registered Charity in England and Wales No. 1161673. The organisation has been independently developed for the benefit of the international community for matters and issues concerning human rights in the maritime environment. Its aim is to explicitly raise awareness, implementation and accountability of human rights provisions throughout the maritime environment, especially where they are currently absent, ignored or being abused.

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